

TABLE 3
STATE NONDISCRIMINATION LAWS:
EMPLOYMENT

State	Genetic Nondiscrimination Covers					Prohibits Employer From					Specific Penalties for Genetic Discrimination in Employment
	Inherited Characteristics	Family History	Information About Genetic Testing	Genetic Test Results	Genetic Information Only	Requesting Genetic Information	Performing Genetic Test	Requiring Genetic Information	Obtaining Genetic Information		
Total	9	28	9	11	14	28	16	21	15	9	10
Alabama											
Alaska											
Arizona	✓					✓					
Arkansas	✓					✓	✓	✓	✓	✓	✓
California	✓	✓		✓	✓	✓				✓	
Colorado											
Connecticut		✓		✓	✓	✓	✓	✓	✓		
Delaware	✓	✓				✓	✓				
D.C.											
Florida											
Georgia											
Hawaii											
Idaho											
Illinois		✓					✓				
Indiana											
Iowa		✓					✓	✓	✓	✓	✓
Kansas		✓					✓	✓	✓		✓
Kentucky											
Louisiana	✓	✓	✓	✓	✓		✓	✓	✓	✓	

Source: National Conference of State Legislatures

State	Genetic Nondiscrimination Covers					Genetic discrimination prohibited in hiring, firing, and/or terms, conditions or privileges of employment	Prohibits Employer From			Specific Penalties for Genetic Discrimination in Employment
	Inherited Characteristics		Family History		Information About Genetic Testing		Requesting Genetic Information	Performing Genetic Test	Requiring Genetic Information	
	Genetic Test Results	Genetic Information Only								
Maine	✓	✓	✓	✓	✓	✓		✓		
Maryland		✓		✓	✓	✓	✓	✓		
Massachusetts	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Michigan		✓		✓	✓	✓		✓	✓	✓
Minnesota		✓	✓			✓	✓	✓	✓	✓
Mississippi										
Missouri	✓	✓			✓	✓				✓
Montana										
Nebraska		✓				✓		✓		
Nevada		✓				✓	✓	✓	✓	
New Hampshire		✓				✓	✓	✓	✓	✓
New Jersey	✓	✓	✓	✓	✓	✓				
New Mexico										
New York	✓	✓				✓	✓	✓	✓	✓
North Carolina		✓	✓	✓	✓	✓				
North Dakota										
Ohio										
Oklahoma	✓	✓				✓	✓	✓	✓	✓
Oregon		✓				✓	✓	✓	✓	
Pennsylvania										
Rhode Island		✓	✓	✓	✓	✓	✓	✓	✓	✓

Source: National Conference of State Legislatures

State	Genetic Nondiscrimination Covers				Prohibits Employer From					Specific Penalties for Genetic Discrimination in Employment
	Inherited Characteristics	Family History	Information About Genetic Testing	Genetic Test Results	Requesting Genetic Information	Obtaining Genetic Information	Performing Genetic Test	Requiring Genetic Information		
South Carolina										
South Dakota	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Tennessee										
Texas	✓	✓			✓		✓			
Utah										
Vermont	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Virginia										
Washington										
West Virginia										
Wisconsin	✓	✓	✓		✓	✓	✓	✓	✓	
Wyoming										

Source: National Conference of State Legislatures